Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Wage Settlements

Covering 500 or More Employees

February 2009

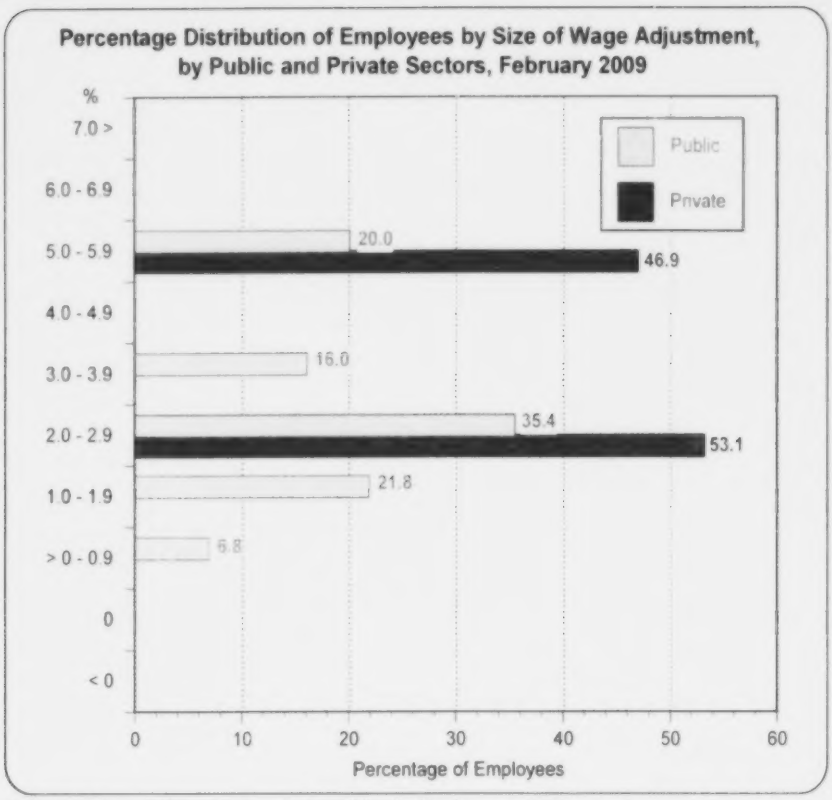
Major collective bargaining settlements in February 2009 provided base-rate wage adjustments averaging 2.9% annually over the contract term. The results are based on a review of 34 settlements and cover 84,170 employees.

When the parties to these February settlements previously negotiated, the resulting wage adjustments averaged 2.6%, lower than the 2.9% figure recorded in their current settlements. Contract duration in February 2009 averaged 42.5 months, compared to 39.9 months in the previous round of settlements.

The relatively larger February figure was influenced by 8 Government of Newfoundland and Labrador public-sector agreements providing 14,890 employees with an average annual wage increase of 5.0%. These 48-month agreements provided an 8.0% increase in the first year and 4.0% in the subsequent years.

Public-sector wage adjustments averaged 2.9%, an increase from 2.1% in January. The public-sector results for February 2009 are based on a review of only 29 settlements and cover 80,440 employees. This includes 6 agreements in the federal jurisdiction with an average annual wage

Canada



increase of 1.4% (4 Government of Canada contracts and the Parks Canada Agency at 1.7%, and the Canadian Broadcasting Corporation at 0.6%) and also included the Government of Newfoundland agreements mentioned above.

Private-sector wage adjustments averaged 3.8%, an increase from the 2.4% figure recorded in the previous month. This larger figure was due to 2 ATCO Gas agreements providing 1,750 employees with wage adjustments averaging 5.1%. The private-sector results for February 2009 are based on a review of only 5 settlements and cover 3,730 employees.

On an industry basis, the largest wage adjustment was in the utilities sector at 5.1%; the smallest adjustment was in the information and culture sector at 0.6%. On a regional/jurisdictional basis, wage adjustments were largest in Alberta at 5.1% and smallest in the federal jurisdiction at 1.5%.

In February 2009, 6.5% of employees recorded a wage adjustment of 0.6% (CBC/Radio-Canada); 20.8% of employees received adjustments in the 1.0 to 1.9% range; 36.2% of employees received adjustments in the 2.0 to 2.9% range; 15.3 % of employees received adjustments in the 3.0 to 3.9% range; 21.2% of employees received wage increases from 5.0 to 5.1% (Government of Newfoundland and Labrador and ATCO Gas).

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008	2009	
	December	January	February
Sectors			
Public Sector	3.2	2.1	2.9
Private Sector	2.5	2.4	3.8

	2008	2009	
	December	January	February
All Industries/Jurisdictions			
Average Annual Adjustment	3.1	2.1	2.9
Non-COLA	3.2	2.1	2.9
COLA	2.1	3.0	-
First-Year Adjustment	3.3	2.5	3.6
Non-COLA	3.4	2.5	3.6
COLA	2.0	3.0	-
Industries			
Primary Industries	-	-	2.5
Utilities	-	3.0	5.1
Manufacturing	2.2	2.7	2.8
Transportation	2.6	1.7	-
Information and Culture	-	2.0	0.6
Finance and Professional Services	3.2	-	-
Education, Health, and Social Services	3.2	3.5	3.5
Entertainment and Hospitality	-	2.6	2.3
Public Administration	3.3	1.8	2.3
Jurisdictions			
Newfoundland and Labrador	-	5.0	5.0
Nova Scotia	-	-	2.9
New Brunswick	3.7	-	-
Quebec	2.2	1.5	-
Ontario	3.1	2.3	2.7
Manitoba	2.8	-	2.9
Saskatchewan	4.2	-	-

	2008	2009	
	December	January	February
Alberta	6.1	2.5	5.1
British Columbia	2.4	-	-
Federal Jurisdiction	3.0	1.7	1.5

Average Annual Percentage Wage Adjustments by Quarter

	2008			
	1st	2nd	3rd	4th
Sectors				
Public Sector	3.3	3.1	4.5	3.4
Private Sector	3.9	1.7	3.0	2.9
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	2.4	4.1	3.3
Non-COLA	3.3	2.8	4.1	3.4
COLA	5.1	1.4	4.1	2.3
First-Year Adjustment	3.3	2.3	5.6	3.5
Non-COLA	3.2	3.0	5.6	3.5
COLA	5.6	0.6	6.0	2.3
Industries				
Primary Industries	4.8	3.4	-	3.2
Utilities	3.3	2.1	3.5	-
Construction	5.9	-	4.7	-
Manufacturing	1.1	1.1	3.1	1.8
Wholesale and Retail Trade	4.6	1.7	2.5	3.4
Transportation	3.2	2.9	3.2	2.9
Information and Culture	2.0	2.1	1.6	2.0

	2008			
	1st	2nd	3rd	4th
Finance and Professional Services	2.0	2.9	-	2.9
Education, Health, and Social Services	3.5	3.9	4.7	3.4
Entertainment and Hospitality	-	1.2	2.3	3.2
Public Administration	2.1	3.3	3.0	3.4
Jurisdictions				
Newfoundland and Labrador	-	5.0	-	5.0
Prince Edward Island	3.0	-	3.0	-
Nova Scotia	4.0	2.9	4.7	-
New Brunswick	3.9	3.0	3.7	3.7
Quebec	2.4	2.1	2.8	2.6
Ontario	3.0	1.9	2.9	3.0
Manitoba	4.1	3.5	3.3	1.8
Saskatchewan	2.3	-	6.2	3.5
Alberta	4.0	4.7	5.3	5.0
British Columbia	3.3	3.4	2.6	2.5
Territories	-	4.4	-	-
Federal Jurisdiction	3.4	2.6	3.3	2.7

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.3
Private Sector	2.3	3.2	2.7	3.3
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.3	2.3
Non-COLA	2.5	3.2	3.4	2.3
COLA	2.7	3.4	2.1	3.0

	2006	2007	2008	2009
First-Year Adjustment	2.5	3.8	3.6	2.9
Non-COLA	2.4	3.9	3.8	2.9
COLA	2.7	3.5	1.9	3.0
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.2	4.5
Construction	3.6	3.3	5.4	-
Manufacturing	2.4	2.5	1.6	2.7
Wholesale and Retail Trade	1.2	2.4	2.8	-
Transportation	2.1	2.7	3.0	1.7
Information and Culture	2.5	3.0	2.0	0.8
Finance and Professional Services	2.9	3.5	2.9	-
Education, Health, and Social Services	2.6	3.5	3.8	3.5
Entertainment and Hospitality	2.9	3.3	1.8	2.5
Public Administration	2.8	3.5	2.8	1.9
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	-
Nova Scotia	3.2	3.0	4.1	2.9
New Brunswick	3.0	2.5	3.7	-
Quebec	2.0	3.2	2.4	1.5
Ontario	2.5	3.0	2.7	2.4
Manitoba	2.6	3.0	3.4	2.9
Saskatchewan	2.1	4.1	5.1	-
Alberta	3.4	4.9	4.8	4.7
British Columbia	2.5	3.0	2.7	-

	2006	2007	2008	2009
Territories	3.0	3.0	4.4	-
Multiprovince	3.8	4.0	-	-
Federal Jurisdiction	2.3	2.9	2.9	1.7

Note: *Data for 2009 cover the months of January and February.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.2	3.3
2008	3.5	2.7	3.3
2009	2.3	3.3	2.3

Note: *Data for 2009 cover the months of January and February.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 255kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in February 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Hudson Bay Mining and Smelting Co., Limited Flin Flon, Manitoba United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees	760	2.5	36.0	Dec 31, 2011
1 agreement	**760**	**2.5**	**36.0**	
Utilities				
ATCO Gas, Division of ATCO Gas and Pipelines Ltd. Edmonton, Alberta; and Calgary, Alberta Natural Gas Employees' Association (Independent-local) office employees and technical employees	500	5.1	24.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
ATCO Gas, Division of ATCO Gas and Pipelines Ltd. Edmonton, Alberta; and Calgary, Alberta Natural Gas Employees' Association (Independent-local) plant and maintenance employees	1,250	5.1	24.0	Dec 31, 2010
2 agreements	**1,750**	**5.1**	**24.0**	
Manufacturing				
Motor Coach Industries Limited Winnipeg, Manitoba International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) plant and maintenance employees	720	2.8	36.0	Jan 31, 2012
1 agreement	**720**	**2.8**	**36.0**	
Information and Culture				
CBC/Radio-Canada Canada-wide, excluding Quebec and city of Moncton, N.B., Multiprovince Communications Workers of America - Canada (AFL-CIO/CLC) broadcast and television employees	5,500	0.6	60.0	Mar 31, 2014
1 agreement	**5,500**	**0.6**	**60.0**	
Education, Health, and Social Services				
Calgary Board of Education Calgary, Alberta Canadian Union of Public Employees (CLC) building maintenance employees and outside employees	700	5.0	12.0	Aug 31, 2011
Capital Care Group Edmonton, Alberta Canadian Union of Public Employees (CLC) health service employees	500	5.0	36.0	Jun 30, 2011
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) teaching assistants	1,700	3.0	24.0	Aug 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) office employees, bus drivers, and custodial employees	790	5.0	48.0	Mar 31, 2012
Government of Newfoundland and Labrador (Hospital Support) province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) support employees	6,580	5.0	48.0	Mar 31, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Association of Allied Health Professionals: Newfoundland and Labrador (Independent-natl.) health and social care professional employees	740	5.0	48.0	Jun 30, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) health professional employees	590	5.0	48.0	Mar 31, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) laboratory technicians	860	5.0	48.0	Mar 31, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) teaching assistants	760	5.0	48.0	Mar 31, 2012
Government of Nova Scotia province-wide, Nova Scotia Nova Scotia Teachers Union (Independent-natl.) elementary and secondary teachers	10,000	2.9	24.0	Jul 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Grand Erie District School Board Brantford, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	690	3.0	48.0	Aug 31, 2012
Hamilton-Wentworth District School Board Hamilton, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	1,140	3.0	48.0	Aug 31, 2012
Regional Health Authorities of Manitoba province-wide, Manitoba Canadian Union of Public Employees (CLC) technical employees, office employees, and service and maintenance employees	10,250	2.9	48.0	Mar 31, 2012
St. James-Assiniboia School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	650	3.4	36.0	Jun 30, 2010
Thames Valley District School Board London, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	900	3.0	48.0	Aug 31, 2012
Thames Valley District School Board London, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	1,800	3.0	48.0	Aug 31, 2012
Toronto District School Board Toronto, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	1,700	3.0	48.0	Aug 31, 2012
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) lecturers and teaching assistants	3,400	3.2	36.0	Apr 30, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Upper Canada District School Board No. 26 Brockville, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	900	3.0	48.0	Aug 31, 2012
19 agreements	**44,650**	**3.5**	**39.9**	
Entertainment and Hospitality				
Woodbine Entertainment Group province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) racetrack employees	500	2.3	36.0	Dec 31, 2011
1 agreement	**500**	**2.3**	**36.0**	
Public Administration				
Government of Canada Canada-wide, Multiprovince Canadian Association of Professional Employees (Independent-natl.) social science employees and economists	11,010	1.7	48.0	Jun 21, 2011
Government of Canada Canada-wide, Multiprovince Canadian Association of Professional Employees (Independent-natl.) translators	980	1.7	48.0	Apr 18, 2011
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) field interviewers	620	1.7	48.0	Nov 30, 2011
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) regional office interviewers	590	1.7	48.0	Nov 30, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) general services employees	3,470	5.0	48.0	Mar 31, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) service and maintenance employees	1,100	5.0	48.0	Mar 31, 2012
Government of Ontario province-wide, Ontario Ontario Provincial Police Association (Independent-natl.) administrative and support employees	2,600	2.2	36.0	Dec 31, 2011
Government of Ontario province-wide, Ontario Ontario Provincial Police Association (Independent-natl.) police officers	5,600	2.2	36.0	Dec 31, 2011
Parks Canada Agency Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) administrative and program services employees, technical and maintenance employees, and scientific and other professional employees	4,320	1.7	48.0	Aug 04, 2011
9 agreements	**30,290**	**2.3**	**44.8**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 34 agreements	**84,170**	**2.9**	**42.5**	
All Agreements - 34 agreements	**84,170**	**2.9**	**42.5**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	47,580	B/MED/ARB/ TENT/CO	Sep 06–Jan 08
Canada Revenue Agency	PIPSC	10,440	MED	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
CBC/Radio-Canada (province of Quebec and city of Moncton, N.B.)	CSN/STARF	2,800	B/TENT	Mar 09
Government of Northwest Territories	PSAC	2,500	B	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
National Research Council of Canada	RCEA	1,980	B/TENT	Mar 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Private Sector				
Air Canada	Various unions	28,570	B	May 09/July 09
NAV CANADA	CAW Canada	2,300	TENT	Mar 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08
Riscon Services Limited, operating as Garda of Canada (Ont.)	Canadian Airport Workers Union	1,200	B	Mar 09
Greyhound Canada Transportation Group	ATU	1,050	CO	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Bell Canada (Ont. and Que.)	CEP	330	B	Nov 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO	65,130	B	Aug 08
City of Toronto	CUPE	29,100	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
Saskatchewan Association of Health Organizations	CUPE/SEIU/ SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/ARB/TENT	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
City of Edmonton	Various unions	8,400	B	Dec 08
Ontario Power Generation Inc.	CUPE	6,940	B	Mar 09
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/ CAW Canada	5,700	B	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	B	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	PCB	Jun 08
Emergency Health Services Commission of British Columbia	CUPE	3,400	MED	Mar 09
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	WS	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07
Private Sector				
Aramark Canada Facility Services Limited, Compass Group Canada Limited, Sodexho MS Canada Limited	Hospital Employees' Union	2,800	B/MED	Sep 08
National Steel Car Limited	USWA	1,060	WS	Apr 09

Employer	Union	Employees	Status*	Expiry Month
Cara Operations Limited (Ont.)	Teamsters	1,140	B	Jan 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Bell Canada	CEP	13,400	May 09
Government of Ontario	AMAPCEO	9,100	Mar 09
Vale Inco	USWA	3,260	May 09
St. Joseph's Health Care (Ont.)	CAW Canada	1,150	Mar 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

Major Work Stoppages

Involving 500 or more employees, from **March 27 to April 9, 2009.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages

Employer, Location, Union, and Employees	Issues	Starting	Ending
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	

Employer, Location, Union, and Employees	Issues	Starting	Ending
Canadian Red Cross - Community Health Services Sudbury, Ontario Service Employees International Union 3,500 home care workers	Not available	Mar 24/2009 Rotating strike	
Université du Québec à Montréal Montréal, Quebec Fédération des professionnèles - CSN 980 professors	Wages	Mar 16/2009 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009 Rotating strike	 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009

New Changes to WEPP to Further Protect Canadian Workers

New legislative and regulatory changes announced in Canada's Economic Action Plan have expanded the Wage Earner Protection Program (WEPP). Termination and severance pay are now included as part of eligible wages for compensation under the Program. The federal government has committed an additional $25 million to the Program to include the new amounts eligible for payments.

Please see the complete article at http://www.hrsdc.gc.ca/eng/labour/employment_standards/wepp/changes.shtml

Client Satisfaction Questionnaire

The Labour Program is launching an online Client Satisfaction Questionnaire. Your opinion counts! Please take a few minutes to complete the questionnaire, accessible at the following link: http://www110.hrdc-drhc.gc.ca/dimt-wid/sondage-survey/default.cfm

Innovative Workplace Practices—4th Quarter 2008

This overview of workplace innovations is based on an analysis of 77 collective agreements reviewed during the 4th quarter of 2008. Of these, 23 settlements contained provisions considered to be innovative or of particular interest.

Duration

Forty agreements had a duration ranging from 28 to 49 months (included 22 at 36 months and 13 at 48 months) representing approximately 52% of settlements reviewed for the 4th quarter of 2008. Sixteen agreements had durations of 12 months while 3 had durations of 24 months. There were 12 agreements with 60-month durations,

5 had durations of 57 months and 1 agreement had a duration of 65 months. This longest agreement was between the Université du Québec à Chicoutimi, Quebec, and the Fédération nationale des enseignantes et des enseignants du Québec.

Compensation

A **profit-sharing plan** in several settlements between Hydro-Québec and the Canadian Union of Public Employees provides a maximum lump-sum equal to 4.5% of annual wages distributed as follows: 3.0% based on corporate objectives being met, and 1.5% on reaching the financial trigger.

The National Energy Board in Calgary, Alberta, and the Professional Institute of the Public Service of Canada have negotiated a **retention allowance** payable as follows: effective July 1, 2007, 2.5% of the employee's annual rate of pay, and effective July 1, 2008, the existing allowance will be increased by an additional 2.5% of the annual rate of pay.

A **market adjustment program** has been initiated between Calgary Health Region and Capital Health, Calgary and Edmonton, Alberta, and the Alberta Union of Provincial Employees. Prior to the application of the 5.0% general wage increase, some classifications received wage adjustments of either 50¢ per hour, $1.00 per hour, $2.00 per hour, or 4.0%.

A **long service wage increment** was negotiated between the Palliser Health Region, in Medicine Hat, Alberta, and the Canadian Union of Public Employees. After 10,000 hours of continuous service, the basic wage rate is increased by 10¢ per hour, after 15,000 hours, by 20¢; after 20,000 hours, by 30¢; after 25,000 hours by 40¢; and after 30,000 hours, by 50¢.

TELUS Communications Inc., throughout Quebec, and the Canadian Union of Public Employees established a **wage progression plan.** Following a work performance review based on the wage scale positioning and in the event that expectations are met with a rating of at least 50%, employees in the first third of the scale will be entitled to a 4.0% wage progression, those in the second third, 3.0%, and employees in the bottom third, 2.5%.

Westfair Foods Ltd., province-wide, Manitoba, and the United Food and Commercial Workers Canada agreed to a **minimum wage gap adjustment.** In the event that the Province of Manitoba changes the minimum wage during the term of this agreement, the new start rate will be increased by 25¢ above the new minimum wage. If the minimum wage increases to $10.00 per hour or above, employees hired prior to ratification will receive the new start rate and then progress to the next scale rate after working 500 hours. Employees hired after ratification will move to the next rate after working 1,000 hours.

Alternate entry rates for new hires were introduced between Servisair Inc., Calgary and Edmonton, Alberta, and the International Association of Machinists and Aerospace Workers. Lower alternate entry wage rates may be used for newly hired employees if current market pressures diminish. These rates will lead directly into the regular wage scale when the new employee reaches a certain level. The determination on alternate entry rates will be made solely by management.

The York Catholic District School Board, Aurora, Ontario, and the Ontario English Catholic Teachers' Association representing occasional teachers have agreed to a **loyalty bonus.** They will receive $600 for teaching 110 assignments or more, from September 1 to June 30 of each school year.

Calgary Health Region, Capital Health (Edmonton), and Health Boards of Alberta (HBA Services) in other Alberta centres, and the Alberta Union of Provincial Employees have established **mentor pay** for employees in certain classifications when assigned the responsibility of mentorship for students in various training programs.

Health and Welfare

Calgary Health Region, Capital Health (Edmonton), and Health Boards of Alberta (HBA Services) in other Alberta centres, and the Alberta Union of Provincial Employees implemented **flexible health spending account plans.** Effective January 1, 2009, employers contribute $500 annually on behalf of each full-time employee; annual contribution is prorated on behalf of part-time employees. Any unused allocation in an employee's account as of December 31 of each year may be carried forward for a maximum of one calendar year.

The Government of Prince Edward Island, Workers Compensation Board of Prince Edward Island, and Island Regulatory and Appeals Commission, throughout Prince Edward Island, and the Prince Edward Island Union of Public Sector Employees negotiated a clause whereas **all addictions**, in addition to alcohol and drug addictions, are now considered for treatment and rehabilitation programs.

The Centre for Addiction and Mental Health, Toronto, Ontario, and the Ontario Public Service Employees Union have agreed on an extension to full-time employees who continue to work beyond age 65, up to age 70, **coverage for basic life, health, dental, death, and disability benefits,** on the same cost-shared basis as employees under the age of 65.

The Fairmont Queen Elizabeth Hotel, Montréal, Quebec, and the Fédération du commerce inc. agreed on an **extension of the group insurance plan to part-time employees** with 1 year of continuous service. These employees will be entitled to life and accidental death and dismemberment insurance coverage and to dental and health coverage as provided to regular employees. Premium costs will be shared 50/50 by the employer and employees.

Education and Training

The Children's Aid Society of Toronto, in Ontario, and the Canadian Union of Public Employees negotiated a new **worker training program.** Employees with previous child protection experience in another jurisdiction will be provided with training to determine needs and develop an individual plan for attendance at training sessions as well as mentoring.

Working Conditions

The Fairmont Queen Elizabeth Hotel, Montréal, Quebec, and the Fédération du commerce inc. established a **work-life balance program.** An employee with at least 2 years of seniority and with a child or children of less than 12 years of age, or compelled to act as a natural caregiver for a member of the immediate family or a person for whom the employee is the legal guardian, may ask for a reduced schedule. This reduction may not result in an employee being scheduled to work less than 3 days per week.

Canada Safeway Limited, throughout British Columbia, and the United Food and Commercial Workers Canada adopted a **store closure plan.** Effective August 24, 2008, employees affected by a permanent closure will be permitted to exercise seniority in other stores throughout British Columbia. Within 30 days of a store closure announcement, employees who wish to exercise seniority will be required to declare in writing to which store they

wish to transfer. After this 30-day window, the employer and union will meet to determine where employees will be transferred when the closure occurs.

Leaves

Overwaitea Food Group / Save-On-Foods, Fraser Valley and Lower Mainland, Vancouver Island, and Penticton, British Columbia, and the United Food and Commercial Workers Canada have introduced a **personal time off leave.** Full-time employees may request to leave prior to the completion of their scheduled shift. If granted, this personal time off will be unpaid but the hours will count for the purposes of accumulating sick leave, accumulated time off, vacation, and statutory holidays.

Canada Safeway Limited, throughout British Columbia, and the United Food and Commercial Workers Canada negotiated a **military leave** clause. An employee who is a member of the Canadian Armed Forces, including the primary reserve, and who is a part of an operational deployment will be granted leave without loss of seniority.

The Wellington Catholic District School Board in Guelph, Ontario, and the Ontario English Catholic Teachers' Association negotiated a **graduation leave** provision. Teachers will be entitled to 1 day paid leave for attending the graduation of a spouse, child, or parent from university or college. This leave will be deducted from the teacher's sick leave credit.

The Government of Prince Edward Island, Workers Compensation Board of Prince Edward Island, and Island Regulatory and Appeals Commission, throughout Prince Edward Island, and the Prince Edward Island Union of Public Sector Employees introduced a **religious leave** provision. An employee's observed religious holidays can be exchanged for statutory holidays, regardless of date. Compensation for employees required to work on a religious holiday will be the same as employees required to work on a statutory holiday.

Labour-Management Committees

During the 4th quarter of 2008, 19 of the 77 agreements reviewed contained provisions for establishing committees dealing with a wide variety of issues.

Canada Safeway Limited, throughout British Columbia, and the United Food and Commercial Workers Canada established a **quarterly review** committee to review the individual performance of stores that are experiencing financial difficulties or whose continued viability is questionable. The parties will continually discuss methods to improve the performance of stores and will hold joint meetings with store employees to discuss improvements in that particular store.

If necessary, the parties will have authority to make amendments to the current collective agreement. Over time, if those changes prove sufficiently favourable to result in the full or significant competitive recovery of the store in question, then the parties will discuss the possibility of returning the store to the full terms of the agreement or some interim partial improvement, taking into consideration the impact of any action taken on the future performance of the store or stores. If the parties cannot agree on whether or not a change should occur and/how or when the change should occur, the matter will be referred to final offer selection arbitration. It is agreed that the time frame for the discussions, including the date of the presentations to the arbitrator, will be no longer than 180 days from the beginning of the discussions.

Committees to discuss the **transition to Alberta Health Services Board** have been introduced between Calgary Health Region, Capital Health (Edmonton), and Health Boards of Alberta (HBA Services) in other Alberta centres, and the Alberta Union of Provincial Employees. In recognition of the employer's imminent transition to Alberta Health Services Board and its impact on employees, the parties agree to meet within 120 days of ratification to discuss layoff and recall implications, seniority issues, employer status, severance implications, and staffing and workload initiatives.

The Fairmont Royal York Hotel, Toronto, Ontario, and UNITE HERE Canada established a **modified work** committee to make recommendations in regards to disabled employees who may be ready for a gradual return to work program or who may be in the midst of such a program.

The St. Lawrence Seaway Management Corporation, various locations, throughout Quebec and Ontario, and the National Automobile, Aerospace, Transportation and General Workers Union of Canada introduced a **joint job evaluation** committee. They will evaluate operations and maintenance group jobs as well as those of the main Cornwall office. This committee's recommendations will be presented to the executive committee for approval and possible appeal through the grievance procedure.

Other committees included in collective agreements deal with such items as professional development, work-life balance, occupational health and safety, work load, pension plan, staffing, and overtime relief alternatives.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/eng/labour/labour_relations/info_analysis/innovative/index.shtml.

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—Year 2008

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